



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Health

South Eastern Sydney Local Health District



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RESPONSE RATE

30%

3,807 OF 12,784 RESPONDENTS

RESPONSE RATE 2018: 26%

EMPLOYEE ENGAGEMENT

66% -

DIFFERENCE FROM 2018 0 (66%)
 DIFFERENCE FROM CLUSTER +2 (65%)
 DIFFERENCE FROM PUBLIC SECTOR +1 (66%)

ENGAGEMENT WITH WORK

74% -

DIFFERENCE FROM 2018 0 (74%)
 DIFFERENCE FROM CLUSTER +1 (73%)
 DIFFERENCE FROM PUBLIC SECTOR +1 (73%)

SENIOR MANAGERS

50% ↑

DIFFERENCE FROM 2018 +1 (50%)
 DIFFERENCE FROM CLUSTER +4 (46%)
 DIFFERENCE FROM PUBLIC SECTOR 0 (50%)

COMMUNICATION

62% -

DIFFERENCE FROM 2018 0 (62%)
 DIFFERENCE FROM CLUSTER +2 (60%)
 DIFFERENCE FROM PUBLIC SECTOR -1 (62%)

HIGH PERFORMANCE

67% -

DIFFERENCE FROM 2018 0 (67%)
 DIFFERENCE FROM CLUSTER +3 (64%)
 DIFFERENCE FROM PUBLIC SECTOR +2 (65%)

PUBLIC SECTOR VALUES

63% ↑

DIFFERENCE FROM 2018 +1 (62%)
 DIFFERENCE FROM CLUSTER +3 (60%)
 DIFFERENCE FROM PUBLIC SECTOR 0 (62%)

DIVERSITY & INCLUSION

67% -

DIFFERENCE FROM 2018 0 (67%)
 DIFFERENCE FROM CLUSTER +1 (67%)
 DIFFERENCE FROM PUBLIC SECTOR -2 (69%)

FLEXIBLE WORKING SATISFACTION

52% ↓

DIFFERENCE FROM 2018 -2 (54%)
 DIFFERENCE FROM CLUSTER -5 (58%)
 DIFFERENCE FROM PUBLIC SECTOR -7 (59%)

ACTION ON RESULTS

40% ↑

DIFFERENCE FROM 2018 +5 (36%)
 DIFFERENCE FROM CLUSTER +1 (40%)
 DIFFERENCE FROM PUBLIC SECTOR +1 (39%)



QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

This page compares the aggregate or individual scores for key topics. The individual questions in each group are listed in the All Questions section.

The Employee Engagement index is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

Response Rate: some entities exceed 100% where responses were greater than the employee headcount. This is thought to be primarily due to employees selecting the wrong work location in the survey

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
1a. I understand what is expected of me to do well in my role	93%	92%
1g. I know how to address a health and safety issue I have identified	88%	88%
2a. My workgroup strives to achieve customer/client satisfaction	88%	88%
1h. I am comfortable notifying my manager if I become aware of any risks at work	87%	-
2c. I receive help and support from other members of my workgroup	81%	80%
2b. My workgroup works collaboratively to achieve its objectives	81%	79%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	79%	78%
1c. My job gives me a feeling of personal accomplishment	78%	78%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	78%	76%
2e. People in my workgroup treat each other with respect	75%	74%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
10a. I believe action will be taken on the results from this survey by my organisation	40%	36%
11a. I have confidence in the ways my organisation resolves grievances	42%	43%
6h. I feel that senior managers listen to employees	44%	44%
7g. I have confidence in the way recruitment decisions are made	45%	41%
7c. I feel that change is managed well in my organisation	46%	43%
6b. I feel that senior managers effectively lead and manage change	47%	46%
5h. My manager deals appropriately with employees who perform poorly	48%	47%
6g. I feel that senior managers keep employees informed about what's going on	50%	49%
6c. I feel that senior managers model the values of my organisation	50%	49%
6a. I believe senior managers provide clear direction for the future of the organisation	50%	50%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

The highest and lowest scoring agreement questions based on respondents who have selected 'Strongly agree' and 'Agree'.

MOST AND LEAST IMPROVED QUESTIONS

+ MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
10a. I believe action will be taken on the results from this survey by my organisation	40%	36%
7g. I have confidence in the way recruitment decisions are made	45%	41%
7e. People in my organisation take responsibility for their own actions	54%	51%
1b. I am provided with the support I need to do my best at work	68%	65%
7c. I feel that change is managed well in my organisation	46%	43%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	78%	76%
7d. There is good co-operation between teams across our organisation	54%	52%
2b. My workgroup works collaboratively to achieve its objectives	81%	79%
7h. My organisation generally selects capable people to do the job	61%	59%
7f. My organisation is committed to developing its employees	54%	52%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
5d. My manager encourages and values employee input	70%	72%
7b. My organisation is making the necessary improvements to meet our future challenges	57%	59%
8d. How satisfied are you with your ability to access and use flexible working arrangements?	52%	54%
5g. My manager provides acknowledgement or other recognition for the work I do	66%	68%
8e. My manager supports flexible working in my team	56%	58%
7a. My organisation focuses on improving the work we do	71%	72%
1d. I feel motivated to contribute more than what is normally required at work	73%	74%
5f. I have confidence in the decisions my manager makes	66%	67%
6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	59%	60%
3g. I am satisfied with the opportunities available for career development in my organisation	53%	54%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are the questions that have shown the greatest percentage increase and decrease in agreement, based on respondents who have selected 'Strongly agree' and 'Agree'.

HIGHEST NEUTRAL SCORING QUESTIONS

AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

Q11a. I have confidence in the ways my organisation resolves grievances



Q6i. Senior managers in my organisation support the career advancement of women



Q10a. I believe action will be taken on the results from this survey by my organisation



Q6e. Senior managers promote collaboration between my organisation and other organisations we work with



Q7g. I have confidence in the way recruitment decisions are made



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q11a. I have confidence in the ways my organisation resolves grievances



Q6i. Senior managers in my organisation support the career advancement of women



Q10a. I believe action will be taken on the results from this survey by my organisation



Q6e. Senior managers promote collaboration between my organisation and other organisations we work with



Q7g. I have confidence in the way recruitment decisions are made



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q11a. I have confidence in the ways my organisation resolves grievances



Q6i. Senior managers in my organisation support the career advancement of women



Q10a. I believe action will be taken on the results from this survey by my organisation



Q6e. Senior managers promote collaboration between my organisation and other organisations we work with



Q7g. I have confidence in the way recruitment decisions are made



FIND YOUR HIGHEST NEUTRAL SCORES

Results are rounded and may not add up to 100%

THESE ARE YOUR HIGHEST NEUTRAL SCORING QUESTIONS

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? **(STRENGTHS)**

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. **(AREAS OF POTENTIAL)**

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? **(AREAS OF CONCERN)**

RESPONDENT PROFILE

This data shows the proportion of people who completed the survey.

Survey responses: 3807

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	22	Senior Executive (ongoing/permanent or term)	1	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	61
Female	76	Ongoing/Permanent (other than senior executive)	82	Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	7
Other	1	Temporary (including temporary teachers and graduates)	5	Administrative support (e.g. executive/personal assistant, receptionist)	11
Age	Survey %	Casual	3	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	7
15 - 34 years	27	Contract – Non Executive	5	Policy	0
35 - 54 years	50	Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	0	Research	1
55+ years	23	Other	1	Program and project management support	4
LOTE spoken at home	Survey %	Don't know	2	Legal (including developing and/or reviewing legislation)	0
Yes	25	Manager of managers	Survey %	Other	10
No	71	Yes	7	Organisation Tenure	Survey %
Prefer not to say	4	No	93	Less than 1 year	10
Aboriginal and/or Torres Strait Islanders	Survey %	Supervisors	Survey %	1 - 2 years	10
Yes	1	Yes	36	2 - 5 years	21
No	96	No	64	5 - 10 years	21
Prefer not to say	2	Working arrangement	Survey %	10 - 20 years	24
Disability	Survey %	Full-time	73	More than 20 years	14
Yes	2	Part-time	27	Salary	Survey %
No	96			\$83,402 and below	43
Prefer not to say	2			\$83,403 - \$108,043	26
LGBTI	Survey %			\$108,044 - \$144,520	15
Yes	7			\$144,521 and above	4
No	90			Prefer not to say	12
Prefer not to say	3				

Results are rounded and may not add up to 100%



WHAT'S NEXT?

Sector employees have given their feedback and these results show where actions and improvements are required.

Research has shown that a key reason why employees can become disengaged is if they are asked their opinion and then no action takes place as a result.

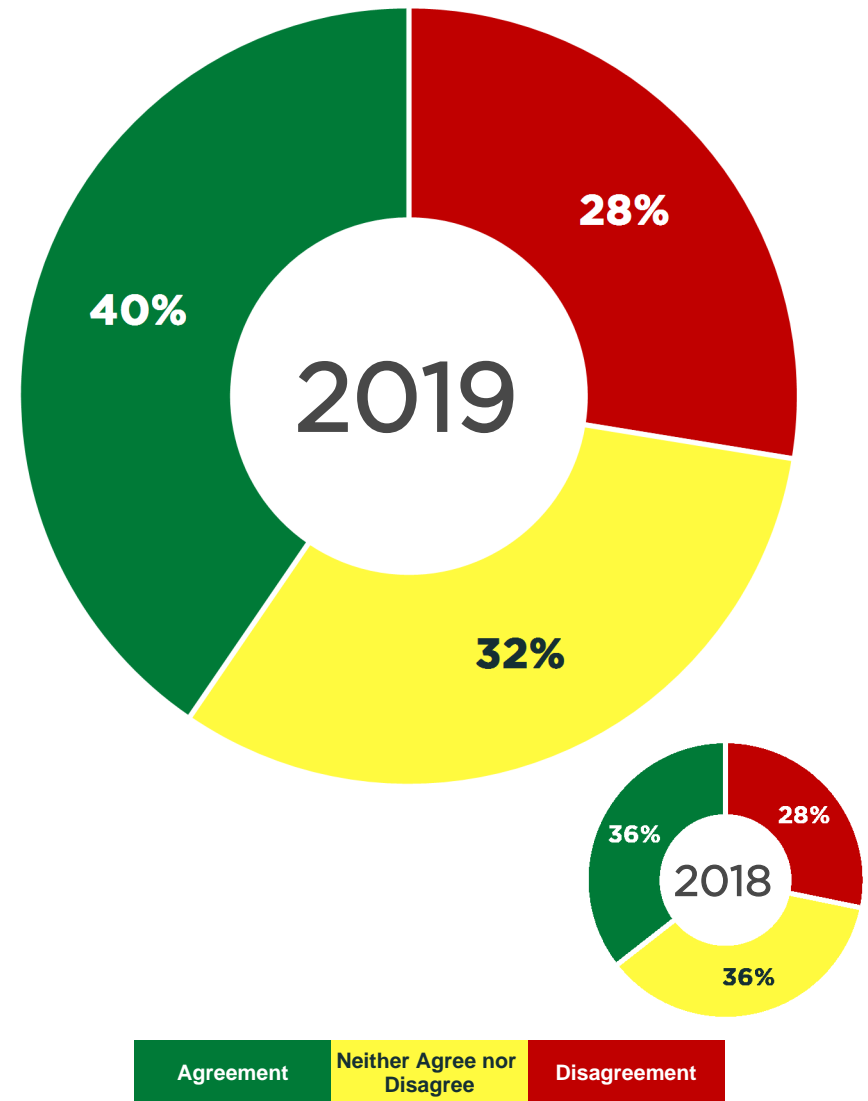
Results are rounded and may not add up to 100%

40%

of employees replied favourably to:

'I believe action will be taken on the results from this survey by my organisation.'

39%	40%	36%
SECTOR	CLUSTER	2018



KEY DRIVERS OF ENGAGEMENT



Employee Engagement scores at different levels are shown in earlier and following pages.

These results show the issues that are the most significant influencers of employee engagement in the workplace at this level.

The questions are ranked in order of influence. In prioritising areas for action, it is common to focus on items with a low agreement score but higher in the ranked list of drivers, as they have higher impact. Variation of drivers within the organisation and business priorities should be considered.

If Engagement scores are high, other scores are often high as well.

RANK

		% AGREEMENT 2019	% AGREEMENT 2018	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7f. My organisation is committed to developing its employees	54%	52%	51%	53%
2	Q7a. My organisation focuses on improving the work we do	71%	72%	67%	69%
3	Q6h. I feel that senior managers listen to employees	44%	44%	40%	44%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	57%	59%	54%	57%
5	Q7c. I feel that change is managed well in my organisation	46%	43%	43%	42%
6	Q6c. I feel that senior managers model the values of my organisation	50%	49%	48%	52%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for South Eastern Sydney Local Health District

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Significant differences have been highlighted to demonstrate best practice and areas that require attention.

	South Eastern Sydney Local Health District	Calvary Hospital	CE Office (Comms, Audit, Risk)	District Finance and Billing Service	Garrawarra Centre	Mental Health Service	Planning, Population Health & Equity	Primary Integrated and Community Health	Prince of Wales Hospital	Royal Hospital for Women	St George Hospital & Community Health Services	Sutherland Hospital & Community Health Services	Sydney and Sydney Eye Hospital	War Memorial Hospital
NUMBER OF RESPONDENTS	3807	38	18	55	94	164	194	196	859	125	900	502	134	97
EMPLOYEE ENGAGEMENT	66%	70%	75%	62%	72%	65%	68%	70%	65%	61%	66%	66%	61%	77%
ENGAGEMENT WITH WORK	74%	82%	93%	58%	78%	73%	72%	76%	73%	69%	75%	73%	66%	81%
SENIOR MANAGERS	50%	50%	56%	52%	67%	50%	51%	60%	45%	35%	49%	52%	43%	72%
COMMUNICATION	62%	58%	76%	62%	67%	60%	67%	68%	59%	54%	60%	62%	55%	78%
HIGH PERFORMANCE	67%	65%	75%	63%	75%	67%	71%	74%	64%	54%	66%	68%	58%	83%
PUBLIC SECTOR VALUES	63%	64%	69%	62%	72%	63%	64%	71%	59%	51%	61%	63%	57%	79%
DIVERSITY & INCLUSION	67%	65%	78%	70%	75%	66%	69%	73%	65%	60%	65%	66%	61%	81%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 10 RESPONDENTS

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for South Eastern Sydney Local Health District

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

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	South Eastern Sydney Local Health District	Breastscreen	District Nursing & Midwifery	Health ICT	iiHub including, CGU, OD&L, NIHRACS, Healthcare Improvement Analytics	Medical Executive Directorate, including, DDMS, SMO, Research Support Office	NSW Organ and Tissue Donation Service	Volunteers	Workforce Services
NUMBER OF RESPONDENTS	3807	41	29	107	34	16	53	16	77
EMPLOYEE ENGAGEMENT	66%	76%	79%	60%	83%	66%	71%	85%	67%
ENGAGEMENT WITH WORK	74%	82%	92%	67%	87%	73%	75%	96%	72%
SENIOR MANAGERS	50%	66%	79%	47%	75%	55%	57%	75%	52%
COMMUNICATION	62%	70%	89%	62%	85%	83%	62%	87%	67%
HIGH PERFORMANCE	67%	79%	88%	58%	84%	78%	74%	83%	68%
PUBLIC SECTOR VALUES	63%	76%	84%	59%	84%	73%	66%	85%	67%
DIVERSITY & INCLUSION	67%	80%	86%	66%	83%	83%	68%	83%	74%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 10 RESPONDENTS



EXPLORE THE FULL RESULTS

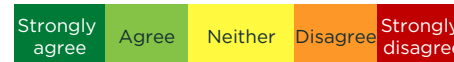
Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

Results are rounded and may not add up to 100%

EMPLOYEE ENGAGEMENT	66% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q7i. I would recommend my organisation as a great place to work	20	44	22	10	64%	63%	61%	62%
Q7j. I am proud to tell others I work for my organisation	25	46	20		71%	70%	69%	70%
Q7k. I feel a strong personal attachment to my organisation	23	42	23	9	64%	64%	61%	64%
Q7l. My organisation motivates me to help it achieve its objectives	17	40	27	12	57%	56%	54%	56%
Q7m. My organisation inspires me to do the best in my job	18	40	27	11	57%	56%	55%	56%

KEY





EXPLORE THE FULL RESULTS

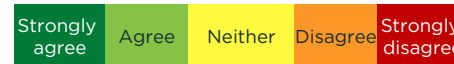
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ENGAGEMENT WITH WORK	74% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1c. My job gives me a feeling of personal accomplishment	31	48	12	7	78%	78%	77%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	30	42	14	10	73%	74%	72%	72%
Q1e. I am satisfied with my job	22	48	16	10	70%	69%	70%	69%

KEY





EXPLORE THE FULL RESULTS

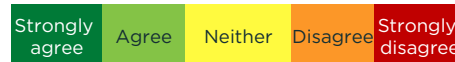
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SENIOR MANAGERS	50% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q6a. I believe senior managers provide clear direction for the future of the organisation	13	37	29	13	8	50%	50%	47%	51%
Q6b. I feel that senior managers effectively lead and manage change	12	35	29	15	9	47%	46%	44%	47%
Q6c. I feel that senior managers model the values of my organisation	14	36	29	12	9	50%	49%	48%	52%
Q6d. Senior managers encourage innovation by employees	15	39	28	11	7	55%	55%	47%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	14	38	31	10		52%	51%	48%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	16	44	26	9		59%	60%	56%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	12	37	26	14	10	50%	49%	44%	48%
Q6h. I feel that senior managers listen to employees	12	32	29	15	13	44%	44%	40%	44%
Q7c. I feel that change is managed well in my organisation	11	35	28	18	8	46%	43%	43%	42%

KEY





EXPLORE THE FULL RESULTS

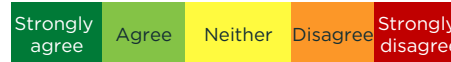
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COMMUNICATION	62% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	29	41	14	9		70%	71%	70%	72%
Q5d. My manager encourages and values employee input	30	40	15	8		70%	72%	70%	73%
Q5e. My manager involves my workgroup in decisions about our work	27	39	17	9	7	67%	67%	66%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	12	37	26	14	10	50%	49%	44%	48%
Q6h. I feel that senior managers listen to employees	12	32	29	15	13	44%	44%	40%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	49	16	8		70%	69%	68%	69%

KEY





EXPLORE THE FULL RESULTS

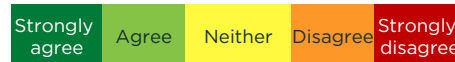
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Results are rounded and may not add up to 100%

	HIGH PERFORMANCE				67% AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1a. I understand what is expected of me to do well in my role	44	49			93%	92%	92%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	33	47	11		81%	79%	79%	79%	
Q3f. I have received appropriate training and development to do my job well	24	49	16	9	73%	72%	70%	66%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	45	15	9	72%	72%	72%	75%	
Q5f. I have confidence in the decisions my manager makes	28	39	18	9	7	66%	67%	66%	69%
Q6d. Senior managers encourage innovation by employees	15	39	28	11	7	55%	55%	47%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	14	38	31	10		52%	51%	48%	53%
Q7a. My organisation focuses on improving the work we do	19	51	19	8		71%	72%	67%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	15	42	26	12		57%	59%	54%	57%

KEY



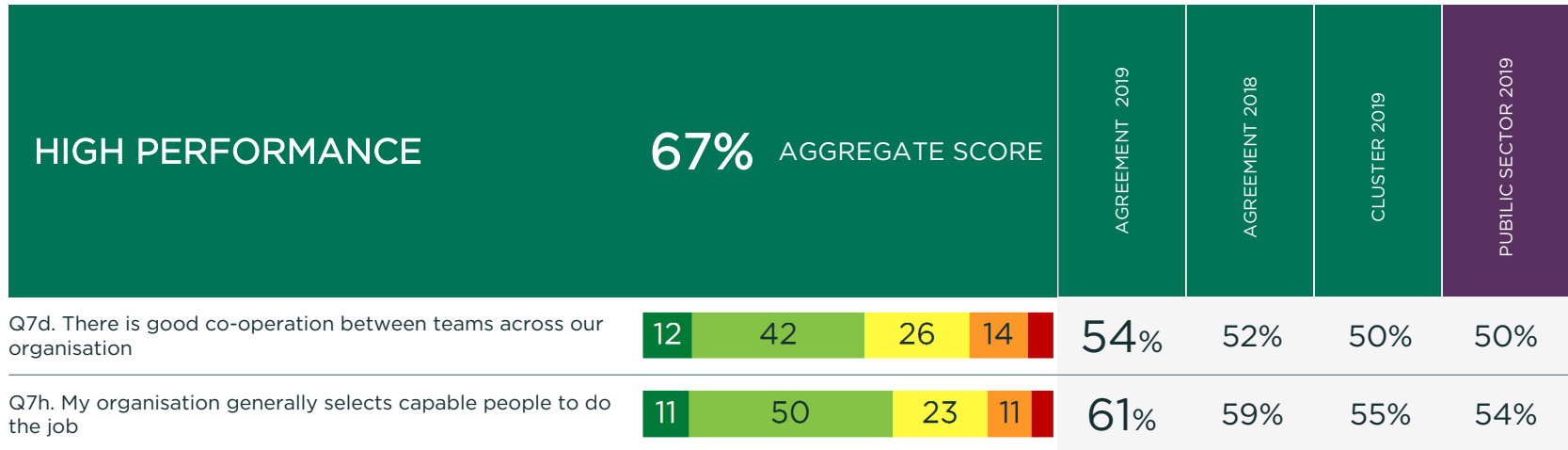


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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

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KEY





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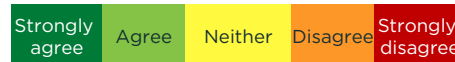
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Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES	63% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019			
	Q2a. My workgroup strives to achieve customer/client satisfaction	40	48	7	88%	88%	87%	86%	
Q2e. People in my workgroup treat each other with respect	31	44	13	8	75%	74%	72%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	45	15	9	72%	72%	72%	75%	
Q5b. My manager listens to what I have to say	30	44	12	7	75%	75%	74%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	13	37	29	13	8	50%	50%	47%	51%
Q6c. I feel that senior managers model the values of my organisation	14	36	29	12	9	50%	49%	48%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	16	44	26	9		59%	60%	56%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	12	37	26	14	10	50%	49%	44%	48%
Q6h. I feel that senior managers listen to employees	12	32	29	15	13	44%	44%	40%	44%

KEY



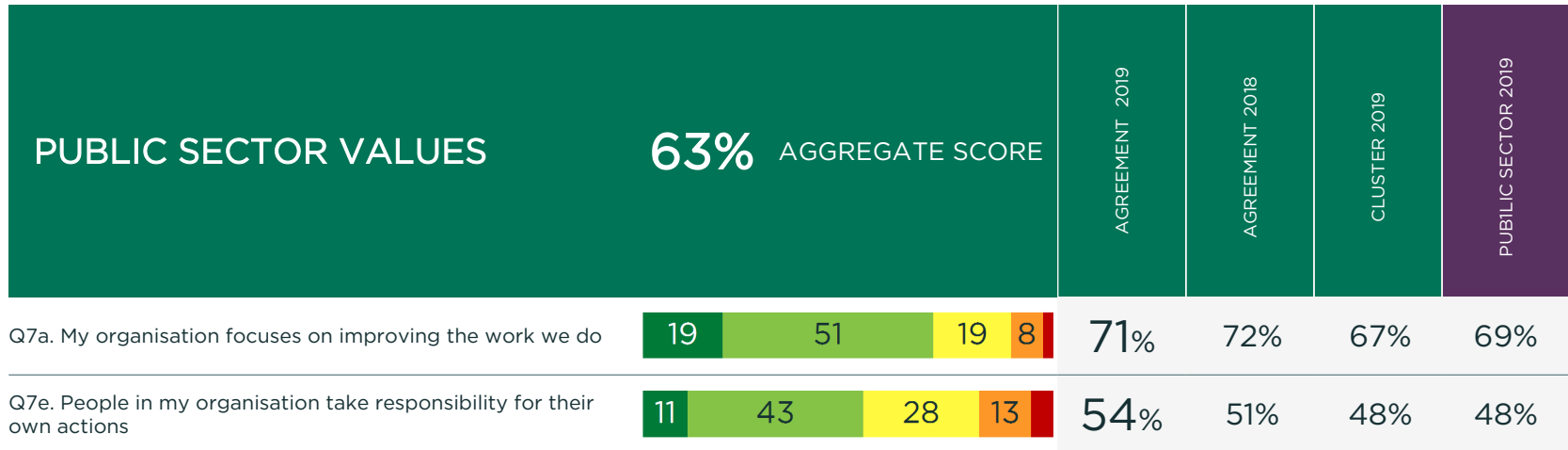


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KEY





EXPLORE THE FULL RESULTS

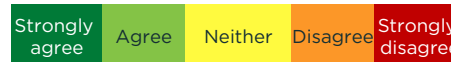
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Results are rounded and may not add up to 100%

DIVERSITY & INCLUSION	67% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	22	46	14	13		68%	65%	66%	67%
Q5b. My manager listens to what I have to say	30	44	12	7		75%	75%	74%	76%
Q5d. My manager encourages and values employee input	30	40	15	8		70%	72%	70%	73%
Q6i. Senior managers in my organisation support the career advancement of women	19	37	33			56%	56%	54%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	26	53	14			78%	76%	75%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	28	50	14			79%	78%	75%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	49	16	8		70%	69%	68%	69%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	17	36	26	14	8	52%	54%	58%	59%
Q8e. My manager supports flexible working in my team	19	37	24	12	8	56%	58%	61%	63%

KEY



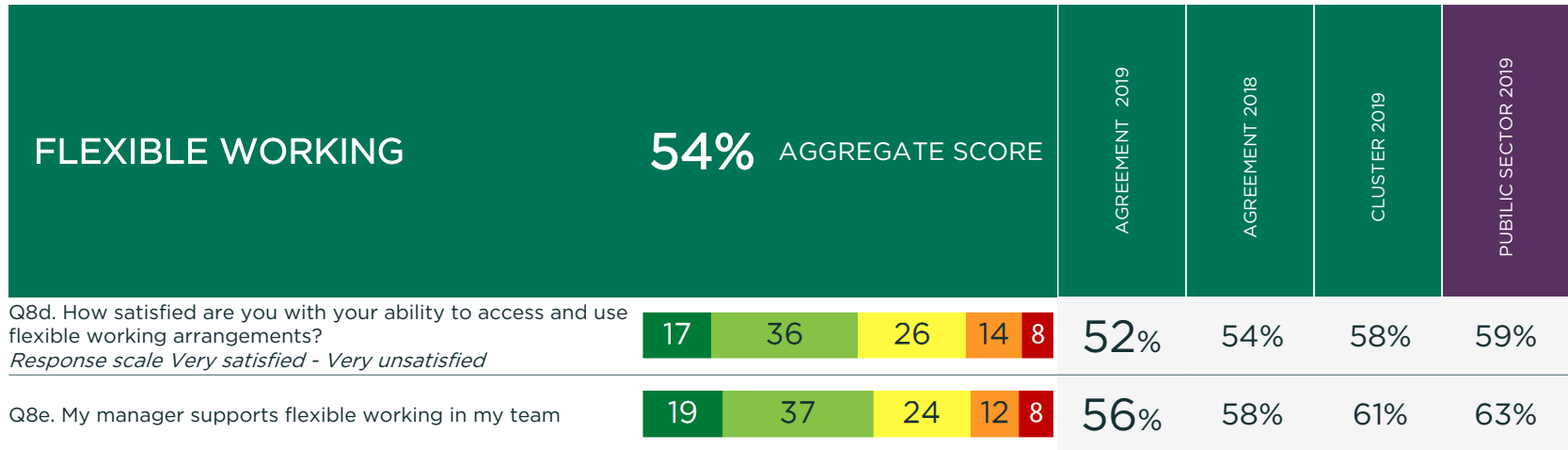


EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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Results are rounded and may not add up to 100%



KEY



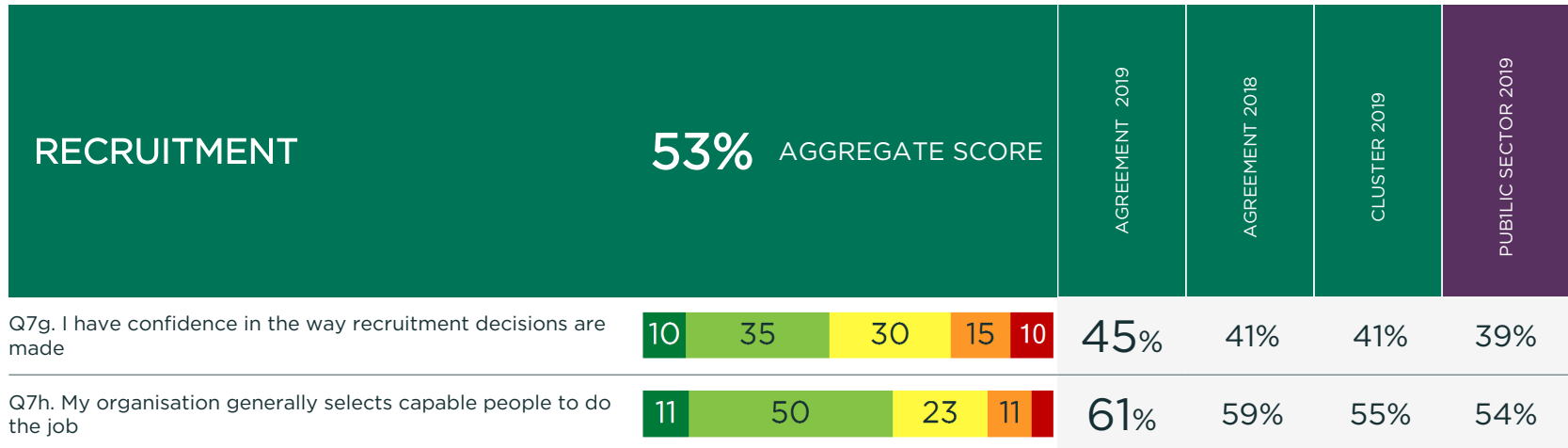


EXPLORE THE FULL RESULTS

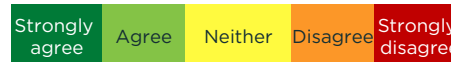
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KEY





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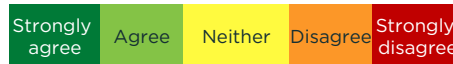
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PERFORMANCE FRAMEWORK & DEVELOPMENT

58% AGGREGATE SCORE

					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	22	43	18	12	65%	66%	65%	66%	
Q3e. My performance is assessed against clear criteria	19	43	21	12	62%	61%	60%	57%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	17	36	22	16	9	53%	54%	53%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	27	39	16	10	7	66%	68%	66%	69%
Q5h. My manager deals appropriately with employees who perform poorly	17	31	29	13	10	48%	47%	47%	48%
Q7f. My organisation is committed to developing its employees	12	42	27	13		54%	52%	51%	53%

KEY





EXPLORE THE FULL RESULTS

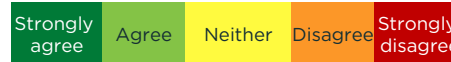
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WORKPLACE SUPPORT	71% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
Q1b. I am provided with the support I need to do my best at work	22	46	14	13	68%	65%	66%	67%
Q1f. I am able to keep my work stress at an acceptable level	15	49	18	13	64%	63%	62%	61%
Q2c. I receive help and support from other members of my workgroup	33	49	11		81%	80%	80%	81%
Q2d. There is good team spirit in my workgroup	30	40	15	10	70%	69%	68%	70%

KEY



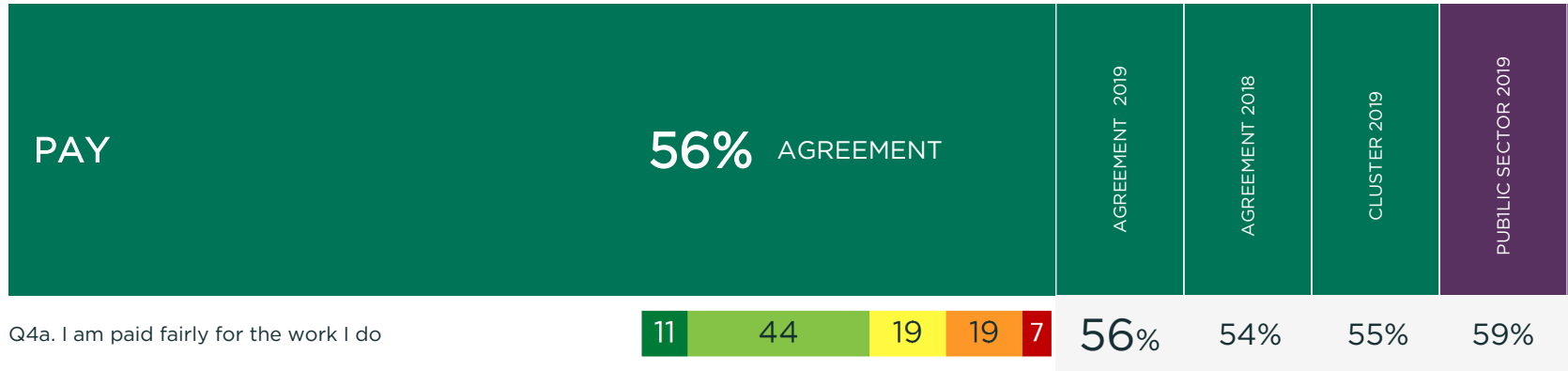


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KEY



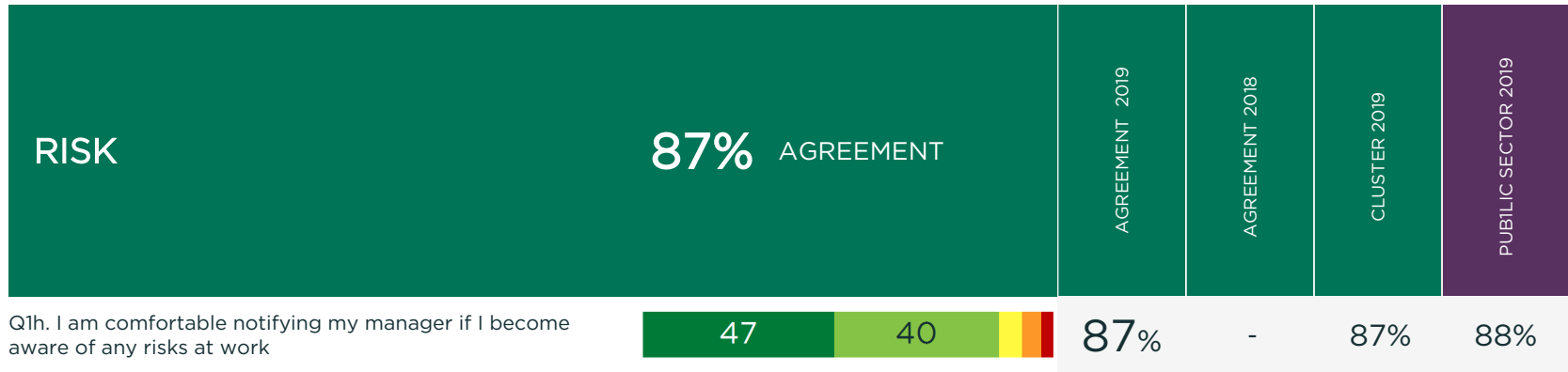


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KEY



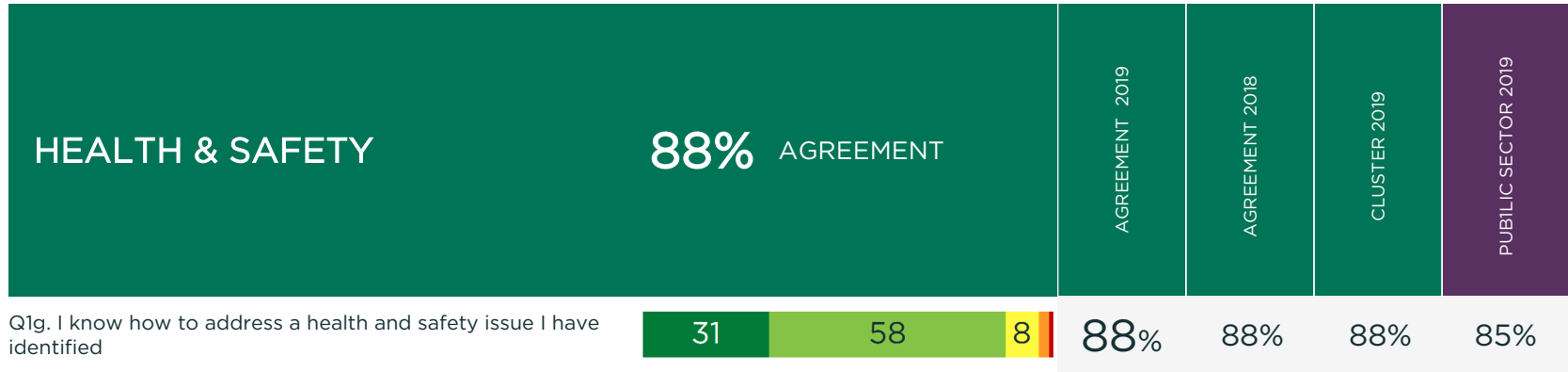


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KEY





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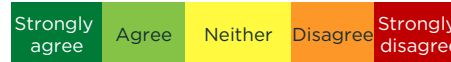
ACTION ON RESULTS

40% AGREEMENT

Q10a. I believe action will be taken on the results from this survey by my organisation



KEY



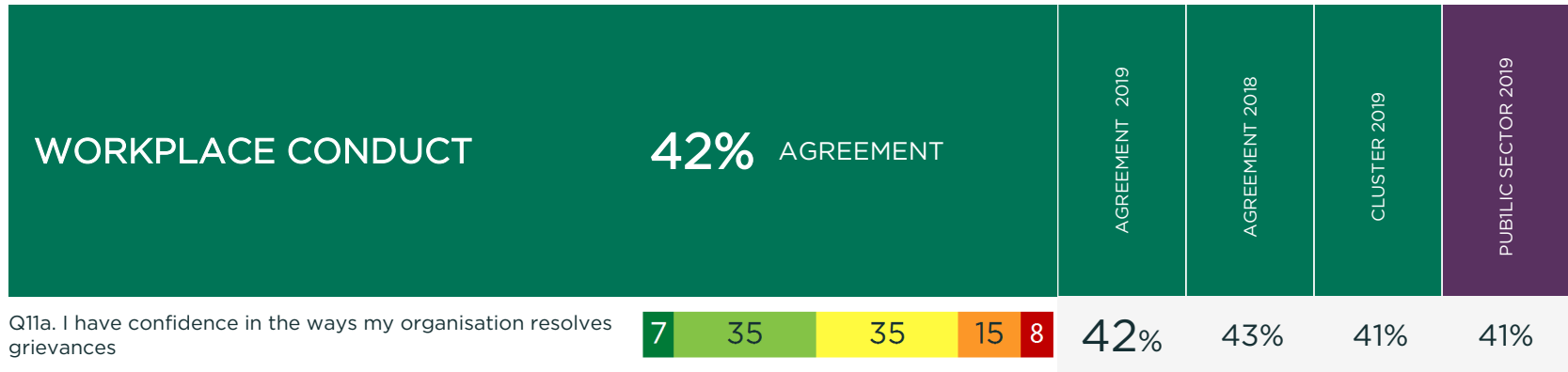


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KEY



WELLBEING AND ENGAGEMENT



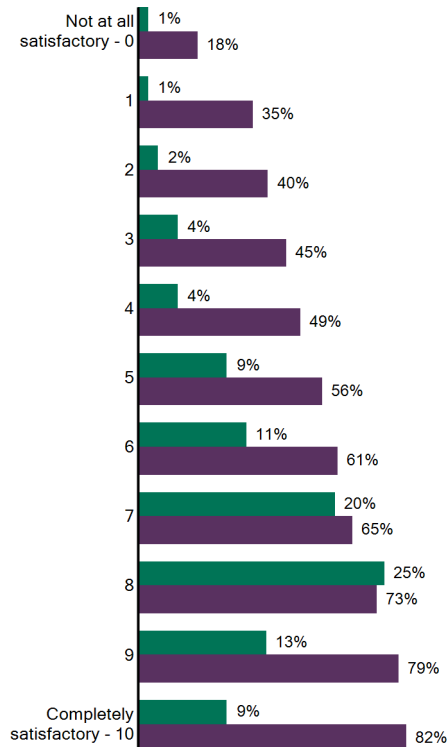
EXPLORE THE FULL RESULTS

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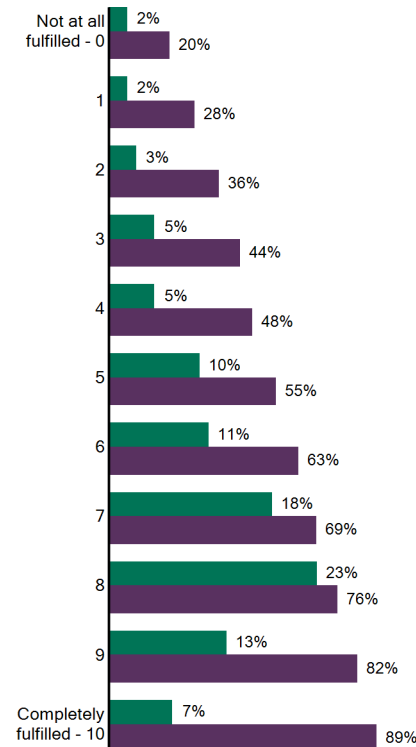
This compares Wellbeing to Engagement.

Q1i. In general, my sense of wellbeing is.....



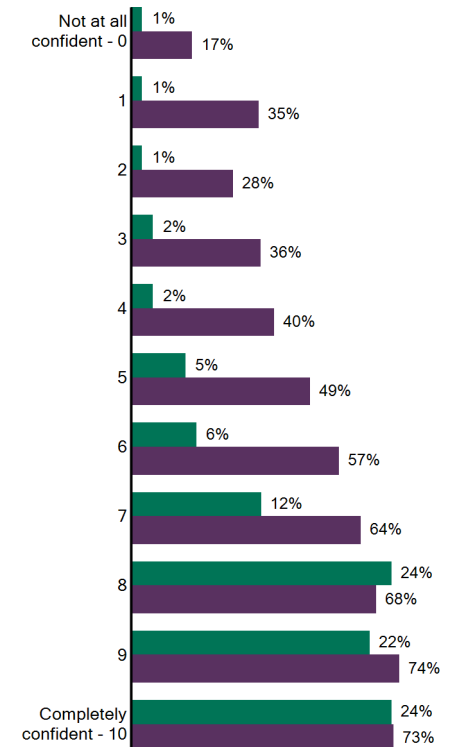
Proportion of respondents answering each response option

Q1j. I find my life at work fulfilling



Employee engagement score

Q1k. I am confident that I am contributing my best at work





EXPLORE THE FULL RESULTS

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PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		73%	71%	71%	71%
No		27%	29%	29%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		73%	75%	74%	76%
No		27%	25%	26%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		58%	59%	58%	60%
No		42%	41%	42%	40%



EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%

MOBILITY

Q3h. Are you currently looking, or thinking about looking, for a new role within the NSW Public Sector but outside of your current workplace in order to broaden your experience?

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Yes		40%	41%	40%	41%
No		60%	59%	60%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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MOBILITY

Q3i. Are there barriers preventing you from moving to another role? If so, what are they? (select all that apply)

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
There are no major barriers to my career progression		31%	34%	31%	29%
Lack of visible opportunities		29%	30%	29%	29%
Lack of promotion opportunities		27%	28%	26%	28%
Personal/family considerations		26%	28%	28%	29%
Geographic location considerations		20%	21%	22%	25%
The application/recruitment process is too cumbersome or time consuming		15%	17%	17%	22%
Lack of support for temporary assignments/secondments		14%	14%	14%	15%
Lack of support from my manager/supervisor		14%	15%	14%	13%
Insufficient training and development		13%	13%	15%	15%
Lack of required capabilities or experience		10%	10%	10%	11%
Other		8%	9%	8%	9%

% are calculated with the number of unique respondents (N = 3,661 to this question)



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q12a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		29%	25%	32%	27%
No		54%	57%	51%	56%
Don't know		17%	18%	17%	17%
Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		62%	70%	67%	65%
No		33%	28%	30%	32%
Don't know		5%	2%	4%	4%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		35%	35%	39%	33%
No		55%	57%	52%	57%
Don't know		11%	8%	10%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		17%	18%	21%	18%
No		76%	76%	72%	75%
Don't know		6%	6%	7%	7%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

Q13c. Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
A fellow worker at your level		30%	29%	31%	27%
Your immediate manager/supervisor		25%	23%	23%	23%
A senior manager		19%	19%	18%	21%
Prefer not to say		11%	15%	12%	13%
A subordinate		6%	5%	6%	7%
Other		5%	5%	6%	5%
A client or customer		2%	2%	2%	3%
A member of the public other than a client or customer		1%	1%	1%	1%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

Q14a. In the last 12 months I have been subjected to physical harm and/or sexual harassment or abuse at work

Response	2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Yes	5%	4%	6%	4%
No	93%	94%	92%	94%
Don't know	2%	2%	2%	2%

Q14b. If yes to 14a, please indicate the role of the person who has been the source of the most serious physical harm and/or sexual harassment or abuse you have been subjected to in the last 12 months

Role	2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
A person at work	25%	32%	29%	38%
A member of the public	51%	42%	51%	36%
Other	13%	21%	15%	19%
Prefer not to say	11%	5%	6%	7%



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HEALTH CUSTOMISED QUESTIONS					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019
Q1. I believe I am valued for what I can offer at my workplace	21	53	13	10	74%	72%	71%
Q2. In my workplace, we recognise our successes and innovations	20	51	17	9	71%	69%	66%
Q3. Overall, I have confidence in the decisions made by my senior managers	15	41	24	13	56%	55%	54%
Q4. I have a say in decisions which affect my work	14	42	22	15	56%	58%	53%
Q5. Where I work, we share the lessons learnt when mistakes are made	19	50	17	10	69%	70%	67%
Q6. My team's objectives/work plans are clearly outlined	17	52	19	9	68%	66%	66%
Q7. Our objectives/work plans help us to deliver a quality service	18	51	20	8	70%	68%	67%
Q8. Overall, I believe the culture at my workplace has improved in the last 12 months	14	32	31	13	45%	44%	45%

KEY





EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

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HEALTH		2019	CLUSTER 2019
CUSTOMISED QUESTIONS			
Q9. How often do you feel culturally safe in the workplace?			
Always		65%	63%
Often		26%	25%
About half the time		6%	7%
Seldom		2%	3%
Never		1%	2%
Q10. In the past 12 months have you experienced racism in the workplace?			
Yes		9%	11%
No		91%	89%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH

CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10a. Please indicate the role of the person who was the source of most of the racist behaviour in the workplace.

		2019	CLUSTER 2019
A senior manager		6%	8%
Your immediate manager / supervisor		5%	10%
A fellow worker at your level		26%	25%
A subordinate / worker below your level		5%	6%
A client or patient		29%	25%
A member of the public other than a client or patient		5%	4%
Other		3%	5%
Prefer not to say		20%	16%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b1. Verbal abuse or harassment

		2019	CLUSTER 2019
Never		30%	36%
Once		22%	15%
Twice		13%	13%
3-5 times		13%	16%
More than 5 times		21%	20%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b2. Other abuse or harassment

		2019	CLUSTER 2019
Never		49%	50%
Once		16%	13%
Twice		12%	10%
3-5 times		9%	12%
More than 5 times		13%	15%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b3. Racial jokes or slurs, imitating accent

Frequency	2019	CLUSTER 2019
Never	33%	30%
Once	15%	15%
Twice	17%	15%
3-5 times	17%	19%
More than 5 times	19%	21%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b4. Exclusion or avoidance in the workplace

		2019	CLUSTER 2019
Never		53%	50%
Once		10%	11%
Twice		9%	10%
3-5 times		11%	13%
More than 5 times		16%	16%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b5. Exclusion from employment opportunities

Response	2019	CLUSTER 2019
Never	66%	65%
Once	9%	10%
Twice	8%	8%
3-5 times	6%	8%
More than 5 times	11%	10%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b6. Racist material displayed in the workplace

Frequency	2019	CLUSTER 2019
Never	85%	86%
Once	7%	5%
Twice	2%	3%
3-5 times	1%	2%
More than 5 times	4%	4%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH		2019	CLUSTER 2019
CUSTOMISED QUESTIONS			
Q11. Which of the following best describes your current role? Please select the most appropriate response from the list below.			
Junior Medical Officer		2%	2%
Career Medical Officer, Hospitalist		0%	0%
Staff Specialist		3%	2%
Visiting Medical Officer		0%	0%
Clinical Academic		0%	0%
Assistant in Nursing		1%	1%
Enrolled Nurse		1%	3%
Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant, Practitioner		23%	23%
Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator		2%	2%
Nurse/Midwifery Manager		5%	3%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH CUSTOMISED QUESTIONS		2019	CLUSTER 2019
Q11. Which of the following best describes your current role? Please select the most appropriate response from the list below.			
Support Officers		2%	2%
Information Management (eg. Librarian, Medical Records and Data Manager)		2%	1%
Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)		0%	0%
Administrative and Executive Assistant		10%	9%
Corporate Services		3%	3%
Senior Manager/Executive		2%	2%
Allied Health Professional		16%	11%
Allied Health Assistant		2%	1%
Health Education, Health Promotion and Health Protection		2%	1%
Counsellor, Welfare Support		0%	0%



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HEALTH

CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

	2019	CLUSTER 2019
Interpreters and Liaison Officer	0%	0%
Aboriginal Health Workers and Aboriginal Education Officers	0%	0%
Technician/Technologist	1%	1%
Hospital Scientist/Biomedical Engineers	1%	1%
Researchers	0%	0%
Data Analyst	1%	1%
Technical Officers/Technical Assistant	1%	2%
Dental Officer, Therapists and Hygienist	0%	0%
Dental Specialist	0%	0%
Dental Assistant	0%	1%



EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

HEALTH

CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

	2019	CLUSTER 2019
Trainee Dental Assistant	0%	0%
Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOO, OCO, SOCO, SO, PTO)	0%	3%
Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre Manager)	0%	0%
Project Director	0%	0%
Project Manager	1%	1%
Project Officer	1%	1%
Cleaning, Linen and Food	2%	5%
Motor Vehicle, Patient Transport	0%	0%
Security Services, Fire Safety	1%	1%
Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	0%	1%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

	2019	CLUSTER 2019
Warehouse staff	0%	0%
Tradesperson	0%	1%
Apprentice Trade Worker and Trade Assistant	0%	0%
Trainee	0%	0%
Volunteer	1%	0%
Other job role	6%	5%
Prefer not to say	7%	7%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
GENDER		
Male		22%
Female		76%
Other		1%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
AGE		
15-19		0%
20-24		4%
25-29		10%
30-34		13%
35-39		11%
40-44		12%
45-49		13%
50-54		13%
55-59		13%
60-64		8%
65+		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

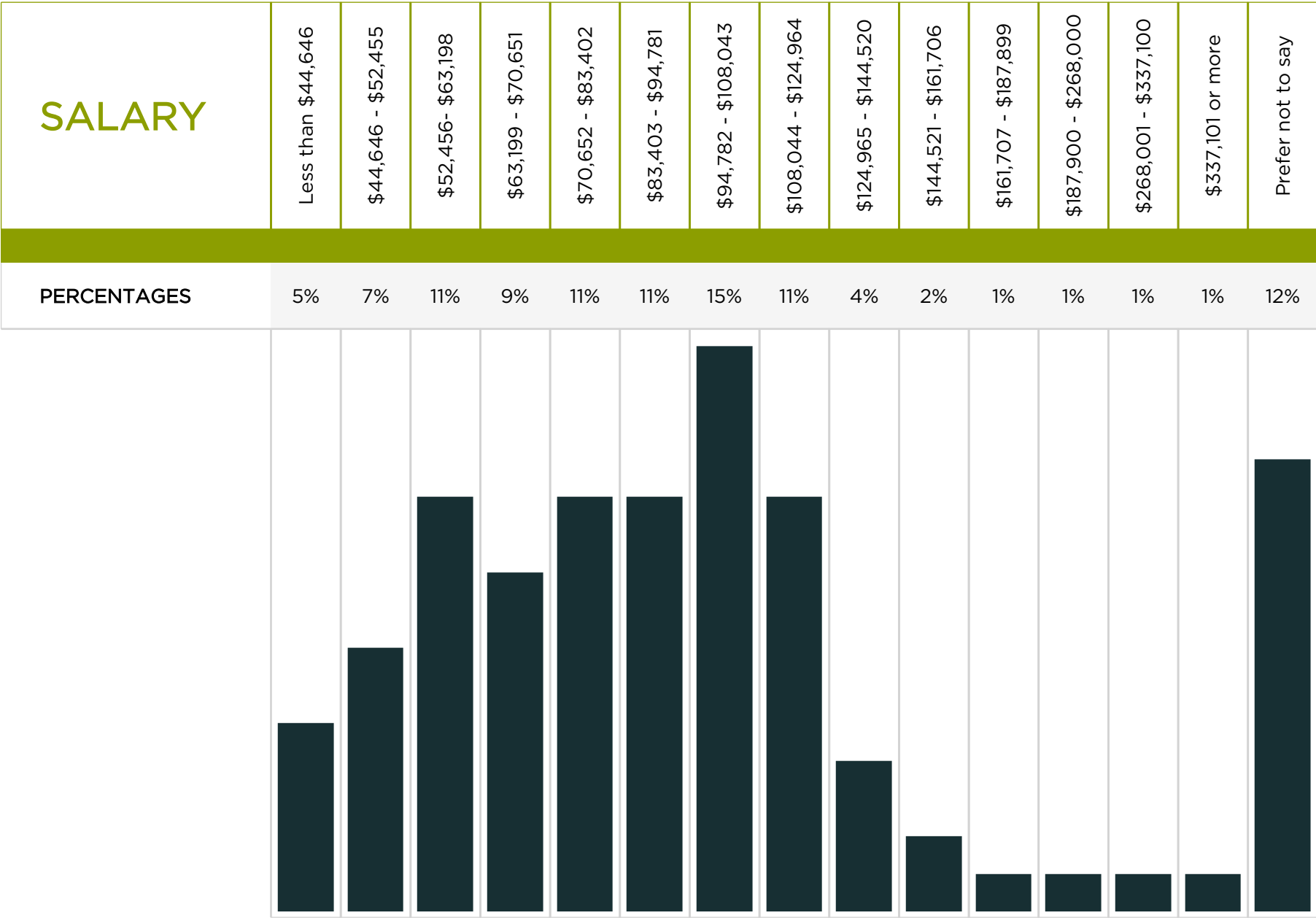
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	61%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	7%
Administrative support (e.g. executive/personal assistant, receptionist)	11%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	7%
Policy	0%
Research	1%
Program and project management support	4%
Legal (including developing and/or reviewing legislation)	0%
Other	10%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		10%
1 - 2 years		10%
2 - 5 years		21%
5 - 10 years		21%
10 - 20 years		24%
More than 20 years		14%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
FLEXIBLE WORKING		
None of the above		42%
Flexible start and finish times		25%
Part-time work		15%
Study leave		13%
Working additional hours to make up for time off		11%
Working from different locations		7%
Flexible scheduling for rostered workers		6%

% are calculated with the number of unique respondents (N = 3,355 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

	PERCENTAGE
FLEXIBLE WORKING	
Leave without pay	5%
Working more hours over fewer days	5%
Working from home	4%
Job sharing	3%
Other	3%
Purchasing annual leave	1%

% are calculated with the number of unique respondents (N = 3,355 to this question)

RESULT BY TYPE OF WORK



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

Results are rounded and may not add up to 100%

	South Eastern Sydney Local Health District	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing,	Other service delivery work (work that does not involve contact with the public, but it is critical to the	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	3807	2082	223	362	243	5	34	134	1	327
EMPLOYEE ENGAGEMENT	66%	66%	63%	68%	66%	(r)	72%	73%	(r)	64%
ENGAGEMENT WITH WORK	74%	75%	69%	71%	75%	(r)	78%	79%	(r)	70%
SENIOR MANAGERS	50%	48%	52%	57%	57%	(r)	48%	60%	(r)	50%
COMMUNICATION	62%	61%	61%	65%	68%	(r)	65%	71%	(r)	61%
HIGH PERFORMANCE	67%	66%	65%	69%	69%	(r)	67%	74%	(r)	65%
PUBLIC SECTOR VALUES	63%	62%	61%	66%	67%	(r)	61%	72%	(r)	62%
DIVERSITY & INCLUSION	67%	65%	66%	72%	74%	(r)	75%	76%	(r)	66%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

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	South Eastern Sydney Local Health District	Less than \$44,646	\$44,646 - \$52,455	\$52,456 - \$63,198	\$63,199 - \$70,651	\$70,652 - \$83,402	\$83,403 - \$94,781	\$94,782 - \$108,043	\$108,044 - \$124,964	\$124,965 - \$144,520	\$144,521 - \$161,706	\$161,707 - \$187,899	\$187,900 - \$268,000	\$268,001 - \$337,100
NUMBER OF RESPONDENTS	3807	154	239	384	303	361	363	512	384	139	55	22	30	17
EMPLOYEE ENGAGEMENT	66%	70%	66%	67%	68%	66%	62%	66%	72%	70%	70%	(r)	67%	(r)
ENGAGEMENT WITH WORK	74%	79%	74%	72%	73%	74%	70%	75%	82%	83%	81%	(r)	82%	(r)
SENIOR MANAGERS	50%	54%	48%	53%	53%	49%	42%	51%	60%	57%	55%	(r)	48%	(r)
COMMUNICATION	62%	63%	60%	62%	64%	60%	56%	63%	70%	75%	68%	(r)	66%	(r)
HIGH PERFORMANCE	67%	69%	64%	66%	69%	66%	63%	67%	74%	74%	70%	(r)	70%	(r)
PUBLIC SECTOR VALUES	63%	65%	60%	62%	65%	61%	58%	63%	70%	70%	68%	(r)	64%	(r)
DIVERSITY & INCLUSION	67%	70%	67%	68%	69%	66%	61%	67%	74%	78%	70%	(r)	74%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	3807	24	396
EMPLOYEE ENGAGEMENT	66%	(r)	60%
ENGAGEMENT WITH WORK	74%	(r)	65%
SENIOR MANAGERS	50%	(r)	43%
COMMUNICATION	62%	(r)	54%
HIGH PERFORMANCE	67%	(r)	60%
PUBLIC SECTOR VALUES	63%	(r)	57%
DIVERSITY & INCLUSION	67%	(r)	60%

KEY

AT LEAST 5 PERCENTAGE POINTS
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RESULT BY TENURE IN ORGANISATION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	3807	348	349	696	694	799	456
EMPLOYEE ENGAGEMENT	66%	73%	69%	65%	65%	64%	68%
ENGAGEMENT WITH WORK	74%	81%	75%	70%	72%	74%	78%
SENIOR MANAGERS	50%	59%	55%	51%	51%	46%	51%
COMMUNICATION	62%	72%	68%	61%	62%	58%	62%
HIGH PERFORMANCE	67%	75%	71%	66%	67%	63%	67%
PUBLIC SECTOR VALUES	63%	71%	67%	62%	63%	58%	63%
DIVERSITY & INCLUSION	67%	77%	71%	68%	67%	64%	67%

KEY

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GREATER THAN REPORT SCORE

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RESULTS BY TYPES OF FLEXIBLE WORKING



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	Flexible start and finish times	Working more hours over fewer days	Working additional hours to make up for time off	Flexible scheduling for rostered workers	Part-time work	Job sharing	Working from different locations	Working from home	Purchasing annual leave	Leave without pay	Study leave	Other	None of the above
NUMBER OF RESPONDENTS	3807	855	158	363	208	506	104	233	140	31	167	451	87	1419
EMPLOYEE ENGAGEMENT	66%	71%	71%	70%	68%	67%	73%	72%	68%	64%	65%	72%	71%	63%
ENGAGEMENT WITH WORK	74%	79%	78%	77%	78%	75%	81%	82%	80%	74%	73%	82%	81%	70%
SENIOR MANAGERS	50%	57%	52%	54%	52%	49%	56%	59%	53%	50%	48%	56%	57%	47%
COMMUNICATION	62%	71%	69%	68%	68%	62%	68%	74%	70%	56%	65%	69%	69%	56%
HIGH PERFORMANCE	67%	73%	69%	70%	69%	68%	75%	75%	71%	60%	66%	74%	71%	63%
PUBLIC SECTOR VALUES	63%	69%	66%	67%	66%	63%	70%	72%	68%	56%	61%	69%	67%	59%
DIVERSITY & INCLUSION	67%	79%	76%	76%	74%	71%	72%	79%	79%	67%	72%	73%	76%	60%

*multiple types may be chosen.

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	Sydney East	Sydney West	Sydney - Eastern Suburbs	Sydney - Inner South West	Sydney - Sutherland	Sydney - City and Inner South	Illawarra	Sydney - Baulkham Hills and Hawkesbury	Southern Highlands and Shoalhaven	Sydney - Parramatta	Sydney - North Sydney and Hornsby	Sydney - Inner West	Central Coast
NUMBER OF RESPONDENTS	3807	2999	19	1040	916	673	365	31	13	5	4	3	2	1
EMPLOYEE ENGAGEMENT	66%	67%	(r)	65%	67%	68%	67%	60%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	75%	(r)	74%	76%	75%	71%	66%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	51%	(r)	48%	51%	56%	51%	44%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	63%	(r)	62%	62%	66%	62%	57%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	67%	(r)	65%	68%	71%	67%	60%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	63%	(r)	61%	63%	67%	63%	58%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	68%	(r)	67%	67%	71%	67%	65%	(r)	(r)	(r)	(r)	(r)	(r)

*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

KEY

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CUT OFF LIMIT OF 30 RESPONDENTS



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	Hunter Valley exc Newcastle	Mid North Coast	Newcastle and Lake Macquarie	Outside NSW	Richmond - Tweed	Sydney - Blacktown	Sydney - South West	Capital Region	Central West	Coffs Harbour - Grafton	Far West and Orana	Murray	New England and North West
NUMBER OF RESPONDENTS	3807	1	1	1	1	1	1	1	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

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Results are rounded and may not add up to 100%

	South Eastern Sydney Local Health District	Riverina	Sydney - Northern Beaches	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Sydney - Ryde
NUMBER OF RESPONDENTS	3807	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
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RESULT BY AGE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	3807	3	123	337	437	385	413	435	440	434	252	100
EMPLOYEE ENGAGEMENT	66%	(r)	72%	68%	67%	64%	65%	67%	67%	65%	67%	72%
ENGAGEMENT WITH WORK	74%	(r)	75%	74%	74%	72%	74%	75%	75%	74%	78%	82%
SENIOR MANAGERS	50%	(r)	55%	52%	53%	49%	49%	52%	54%	46%	49%	57%
COMMUNICATION	62%	(r)	67%	65%	65%	61%	62%	63%	63%	58%	61%	67%
HIGH PERFORMANCE	67%	(r)	74%	71%	69%	65%	66%	67%	68%	64%	65%	70%
PUBLIC SECTOR VALUES	63%	(r)	66%	65%	65%	62%	62%	64%	65%	60%	62%	66%
DIVERSITY & INCLUSION	67%	(r)	75%	69%	70%	67%	69%	68%	67%	63%	66%	74%

KEY

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RESULT BY GENDER



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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Results are rounded and may not add up to 100%

	South Eastern Sydney Local Health District	Male	Female	Other
NUMBER OF RESPONDENTS	3807	763	2584	50
EMPLOYEE ENGAGEMENT	66%	66%	67%	52%
ENGAGEMENT WITH WORK	74%	75%	74%	49%
SENIOR MANAGERS	50%	53%	50%	26%
COMMUNICATION	62%	65%	62%	39%
HIGH PERFORMANCE	67%	68%	67%	43%
PUBLIC SECTOR VALUES	63%	64%	63%	38%
DIVERSITY & INCLUSION	67%	70%	67%	44%

KEY

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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Results are rounded and may not add up to 100%

	South Eastern Sydney Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	3807	52	14	94	12	4	21	39	794	85	170	68	63	9
EMPLOYEE ENGAGEMENT	66%	64%	(r)	68%	(r)	(r)	(r)	75%	63%	66%	76%	66%	71%	(r)
ENGAGEMENT WITH WORK	74%	74%	(r)	81%	(r)	(r)	(r)	72%	72%	75%	83%	69%	76%	(r)
SENIOR MANAGERS	50%	40%	(r)	53%	(r)	(r)	(r)	48%	44%	53%	67%	56%	57%	(r)
COMMUNICATION	62%	63%	(r)	68%	(r)	(r)	(r)	61%	57%	67%	78%	66%	67%	(r)
HIGH PERFORMANCE	67%	69%	(r)	70%	(r)	(r)	(r)	69%	63%	68%	79%	65%	69%	(r)
PUBLIC SECTOR VALUES	63%	61%	(r)	67%	(r)	(r)	(r)	63%	58%	64%	77%	65%	66%	(r)
DIVERSITY & INCLUSION	67%	62%	(r)	72%	(r)	(r)	(r)	68%	62%	72%	79%	72%	74%	(r)

KEY

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	3807	328	98	62	556	60	52	11	1	6	36	41	17	18
EMPLOYEE ENGAGEMENT	66%	66%	68%	82%	68%	67%	72%	(r)	(r)	(r)	56%	66%	(r)	(r)
ENGAGEMENT WITH WORK	74%	69%	72%	94%	79%	79%	78%	(r)	(r)	(r)	56%	73%	(r)	(r)
SENIOR MANAGERS	50%	52%	61%	77%	51%	61%	62%	(r)	(r)	(r)	28%	43%	(r)	(r)
COMMUNICATION	62%	62%	68%	81%	63%	68%	74%	(r)	(r)	(r)	47%	52%	(r)	(r)
HIGH PERFORMANCE	67%	66%	70%	84%	71%	72%	74%	(r)	(r)	(r)	48%	66%	(r)	(r)
PUBLIC SECTOR VALUES	63%	62%	69%	84%	65%	69%	73%	(r)	(r)	(r)	44%	57%	(r)	(r)
DIVERSITY & INCLUSION	67%	69%	75%	83%	69%	73%	76%	(r)	(r)	(r)	60%	67%	(r)	(r)

KEY

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	South Eastern Sydney Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	3807	36	8	0	15	0	3	0	2	36	28	71	3	24
EMPLOYEE ENGAGEMENT	66%	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76%	(r)	68%	(r)	(r)
ENGAGEMENT WITH WORK	74%	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	81%	(r)	75%	(r)	(r)
SENIOR MANAGERS	50%	36%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	60%	(r)	65%	(r)	(r)
COMMUNICATION	62%	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	72%	(r)	66%	(r)	(r)
HIGH PERFORMANCE	67%	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	77%	(r)	75%	(r)	(r)
PUBLIC SECTOR VALUES	63%	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	74%	(r)	72%	(r)	(r)
DIVERSITY & INCLUSION	67%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	78%	(r)	72%	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

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	South Eastern Sydney Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
NUMBER OF RESPONDENTS	3807	11	7	16	1	9	20	196	235
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	68%	53%
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)	76%	55%
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)	(r)	50%	32%
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	64%	44%
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)	66%	50%
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	63%	46%
DIVERSITY & INCLUSION	67%	(r)	(r)	(r)	(r)	(r)	(r)	70%	50%

KEY

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GUIDE TO THIS REPORT

i SURVEY TIME FRAME

This report contains results from the 2019 People Matter Employee Survey which was open from 30 May to 28 June 2019.

i PRIVACY

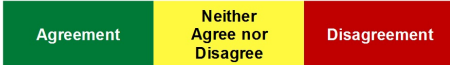
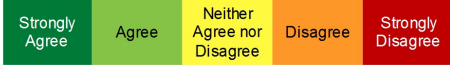
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of work teams that can be reported (10 or more employees) and responses from demographic groups (30 or more employees).

Where people work in small teams, the results are merged with larger business units and results are not available. Where this happens an 'r' is shown in reports.

i HOW TO READ THIS REPORT

The majority of questions have a 5-point answer scale. The Strongly Agree and Agree scores are combined to create an agreement (or positive) score which is shown as a rounded percentage.



i ROUNDING

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of the calculation for maximum accuracy.

Values from .00 to .49 are rounded down, whereas values from .50 to .99 are rounded up. Therefore, in some instances the data will not add up to 100%.

i MORE DETAILS ABOUT METHODOLOGY

See the 2018 Main Findings report on the Public Service Commission web site.